



Promoting and maintaining the integrity, honour and interests of Canada's engineering profession

Open Forum

**Paul Amyotte, FEC, P.Eng.
President, Engineers Canada**

**February 23, 2015
Ottawa, Ontario**

Today's Agenda

- 8:30 Welcome & Introductions (Paul Amyotte)
- 8:45 Creating a Shared Envisioned Future (Christina Comeau)
- 9:15 Interim Report from the Linkages Task Force (Digvir Jayas)
- 10:15 Coffee Break
- 10:35 Feedback to the Linkages Task Force (Digvir Jayas)
- 11:00 Policy on Removing the "Canadian Experience" Barrier (Jeff Poirier - Ontario Human Rights Commission)
- 11:30 Discussion

Outline

- Why an open forum?
- Format
- What results do we expect?
- Today's agenda

Why an open forum?

- Provide an opportunity for the Presidents, CEOs, Board and other key stakeholders to
 - share ideas, opportunities and challenges
 - seek broad input to strengthen the profession
- Promote open and transparent communications
- Encourage a full understanding of national issues

Format

- Pre-identified topics will be discussed first
 - forward to the CEO one week before the meeting
- Discuss additional topics if time permits
- Guest presenters
- Open Q&A session

Christina Comeau

**SHARED ENVISIONED
FUTURE**

A Shared Envisioned Future

A five step process

- Environmental scan
- Big Picture Thinking session
- Capture feedback
- Discuss in Open Forum
- Adjust Ends

September 2014 Big Picture Thinking

EXPRESS ENTRY

End 1.4

- Foreign credential recognition is timely and consistent as required for immigration and licensure in Canada.



Board Linkage with Ownership

Digvir S. Jayas, Ph.D., FEC, P.Eng.
February 23, 2015

Linkages Task Force Interim Report

- Mandate of the Task Force
- Summary of surveys & responses received
- Today's discussion
 - Input from the profession to incorporate into the Linkages Plan
 - Effectiveness: is the Linkages Task Force headed in the right direction?



Mandate of the Linkages Task Force

To enhance the Board's effectiveness and efficiency by creating a program of Board two-way dialogue and deliberation with constituent associations to inform Board policy development with particular emphasis on Ends policies.



Mandate of the Linkages Task Force

1. Identify practices, resources and develop the baseline, through consultation with the constituent associations, to form a three year linkage plan as set out in GP-11(3).
2. Recommend a plan of action that includes a structure, baseline, practices, resources and work plan for the Board to manage the linkage plan.
3. Prepare a report for the Board to report to the constituent associations at the 2015 annual general meeting.

Four Surveys

1. Constituent association councillors
 - 64 responses
2. Directors' self-assessment
 - 16/22 directors responded
3. Constituent association review of directors
 - 6/12 associations reported on 12/22 directors
4. Engineers Canada Director Consultation
 - 9/12 constituent associations responded



Seven Questions

CONSTITUENT ASSOCIATION COUNCILLORS

When developing or revising its Ends, the Engineers Canada Board has access to diverse viewpoints that are representative of the owners regarding what benefits Engineers Canada should provide, for whom, and the relative priority of those benefits.

Response	
Strongly Agree	22%
Agree	61%
Neither agree nor disagree	16%
Disagree	0%
Strongly Disagree	2%

I am aware that the Engineers Canada Board is interested in my association's perspective.

Response	
Strongly Agree	27%
Agree	50%
Neither agree nor disagree	15%
Disagree	6%
Strongly Disagree	2%

In the past year, my association has had the opportunity to let the Engineers Canada Board know its views.

Response	
Strongly Agree	38%
Agree	57%
Neither agree nor disagree	3%
Disagree	2%
Strongly Disagree	0%

I am aware of how the Engineers Canada Board has used the information my association has provided in the past year.

Response	
Strongly Agree	10%
Agree	26%
Neither agree nor disagree	33%
Disagree	28%
Strongly Disagree	3%

The Engineers Canada director(s) from my jurisdiction provides a key linkage between the Engineers Canada Board and my association.

Response	
Strongly Agree	60%
Agree	31%
Neither agree nor disagree	5%
Disagree	5%
Strongly Disagree	0%

The Engineers Canada director(s) from my jurisdiction effectively communicates the views of my association to the Engineers Canada Board.

Response	
Strongly Agree	42%
Agree	34%
Neither agree nor disagree	19%
Disagree	5%
Strongly Disagree	0%

The Engineers Canada director(s) from my jurisdiction effectively communicates the Engineers Canada Board's views to my association.

Response	
Strongly Agree	35%
Agree	39%
Neither agree nor disagree	19%
Disagree	6%
Strongly Disagree	0%

Self-Assessment by Directors
Review by Constituent Associations

DIRECTORS' COMPLIANCE WITH THEIR TERMS OF REFERENCE

I am knowledgeable of the rules, regulations, policies and procedures governing the constituent association that nominated/elected me.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	75%	100%
Agree	25%	0%
Neither agree nor disagree	0%	0%
Disagree	0%	0%
Strongly Disagree	0%	0%

I ensure that I am informed and knowledgeable about issues at my constituent association by reviewing my constituent association's council/board briefing books and the minutes of all council/board meetings.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	87.5%	67%
Agree	12.5%	8%
Neither agree nor disagree	0%	17%
Disagree	0%	8%
Strongly Disagree	0%	0%

I seek input from my constituent association regarding issues to be discussed by the Board to ensure that I am informed, knowledgeable and able to communicate my constituent association's position.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	50%	50%
Agree	50%	17%
Neither agree nor disagree	0%	17%
Disagree	0%	17%
Strongly Disagree	0%	0%

I present and explain the views and positions of my constituent association to the Board on issues which impact on the activities of my constituent association or the policies that guide the operation of my constituent association.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	31%	33%
Agree	63%	42%
Neither agree nor disagree	0%	8%
Disagree	6%	8%
Strongly Disagree	0%	8%

When requested by my constituent association, I can request that an agenda item be added and that specific time be allocated at regular meetings of the Board for me to present reports and, where required, present resolutions for action by the Board.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	44%	25%
Agree	37%	50%
Neither agree nor disagree	13%	8%
Disagree	6%	8%
Strongly Disagree	0%	8%

I ensure that my constituent association is informed of the activities, decisions and plans of Engineers Canada by requesting that an agenda item be added and a specific time be allocated at each regular meeting of the constituent association's council/board so that I (or one of our Engineers Canada Directors) can present reports or to receive guidance and direction.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	69%	83%
Agree	25%	17%
Neither agree nor disagree	0%	0%
Disagree	6%	0%
Strongly Disagree	0%	0%

I keep confidential all confidential information presented to or discussed by the Board.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	82%	33%
Agree	13%	42%
Neither agree nor disagree	0%	17%
Disagree	6%	8%
Strongly Disagree	0%	0%

BOARD'S DECISION-MAKING PROCESS

I know the business of Engineers Canada.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	50%	58%
Agree	50%	42%
Neither agree nor disagree	0%	0%
Disagree	6%	0%
Strongly Disagree	0%	0%

I keep informed of issues affecting, or likely to affect Engineers Canada and the constituent associations.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	44%	58%
Agree	56%	42%
Neither agree nor disagree	0%	0%
Disagree	6%	0%
Strongly Disagree	0%	0%

I contribute to the Board's decision-making process by discussing all matters freely and openly at Board meetings.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	75%	50%
Agree	25%	42%
Neither agree nor disagree	0%	8%
Disagree	0%	0%
Strongly Disagree	0%	0%

I contribute to the Board's decision-making process by working towards achieving a consensus which respects divergent points of view and is in the collective interest of the constituent associations and Engineers Canada.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	56%	33%
Agree	44%	58%
Neither agree nor disagree	0%	8%
Disagree	0%	0%
Strongly Disagree	0%	0%

When contributing to the Board's decision-making process I respect rights, responsibilities and decisions of the constituent associations.

Response	Directors Self-Assessment	CA Assessment
Strongly Agree	69%	50%
Agree	31%	42%
Neither agree nor disagree	0%	8%
Disagree	0%	0%
Strongly Disagree	0%	0%

ENGINEERS CANADA DIRECTOR CONSULTATION

The president attends Engineers Canada Board as an observer.

Role	Today	Future
As the owner	44%	44%
Mainly as the owner and sometimes as the customer	33%	22%
Equally as the owner and as the customer	11%	33%
Mainly as the customer and sometimes as the owner	11%	0%

The constituent association's President participating in the Presidents Group.

Role	Today	Future
As the owner	33%	33%
Mainly as the owner and sometimes as the customer	22%	11%
Equally as the owner and as the customer	11%	22%
Mainly as the customer and sometimes as the owner	11%	11%
As the customer	11%	11%
As the jurisdictional expert	11%	11%

The constituent association CEO attends Engineers Canada Board as an observer.

Role	Today	Future
As the owner	11%	11%
Mainly as the owner and sometimes as the customer	0%	11%
Equally as the owner and as the customer	28%	16%
Mainly as the customer and sometimes as the owner	11%	33%
As the customer	39%	16%
As a subject matter expert	11%	11%

The Chief Executive Officer from a constituent association participating on the CEO Group

Role	Today	Future
As the owner	17%	17%
Equally as the owner and as the customer	17%	17%
As the customer	17%	17%
As a subject matter expert	17%	17%
As the jurisdictional expert	33%	33%

Regional Appointees on AB & QB.

Role	Today	Future
As the owner	0%	11%
As the customer	11%	11%
As a subject matter expert	89%	78%

Volunteer on Operational Committees.

Role	Today	Future
As a subject matter expert	89%	89%
As the jurisdictional expert	11%	11%

A staff member from a constituent association participating on an operational committee or EIT and student program network.

Role	Today	Future
Equally as the owner and as the customer	12%	12%
As the customer	18%	12%
As a subject matter expert	27%	24%
As the jurisdictional expert	43%	53%

A staff member from a constituent association participating on an operational committee, EIT and student program network, Admission officials Group, D&E Officials Group.

Role	Today	Future
Mainly as the owner and sometimes as the customer	11%	11%
Equally as the owner and as the customer	11%	11%
As the customer	16%	16%
As a subject matter expert	22%	22%
As the jurisdictional expert	39%	39%

A volunteer from a constituent association participating on ad hoc operational projects.

Role	Today	Future
Equally as the owner and as the customer	22%	22%
As the customer	16%	16%
As a subject matter expert	22%	22%
As the jurisdictional expert	39%	39%

Staff from a constituent association participating on ad hoc operational projects.

Role	Today	Future
Mainly as the owner and sometimes as the customer	11%	11%
As the customer	22%	22%
As a subject matter expert	39%	39%
As the jurisdictional expert	28%	28%

A volunteer from a constituent association participating or commenting on a Framework for Regulation element.

Role	Today	Future
Mainly as the customer and sometimes as the owner	0%	11%
As the customer	11%	16%
As a subject matter expert	78%	61%
As the jurisdictional expert	11%	11%

Staff from a constituent association participating or commenting on a Framework for Regulation element.

Role	Today	Future
As the owner	11%	0%
Equally as the owner and as the customer	11%	11%
Mainly as the customer and sometimes as the owner	0%	11%
As the customer	22%	22%
As a subject matter expert	39%	39%
As the jurisdictional expert	16%	16%

Engineers Canada president attending a constituent association annual meeting.

Role	Today	Future
Build relationship with the owner	33%	44%
Build relationship with the customer	11%	0%
Both build relationship with the owner and customer	56%	56%

Engineers Canada Chief Executive Officer attending a constituent association annual meeting.

Role	Today	Future
Build relationship with the owner	0%	11%
Build relationship with the customer	28%	16%
Both build relationship with the owner and customer	72%	72%

Engineers Canada Executive Committee holding a face-to-face meeting in conjunction with a constituent association event.

Role	Today	Future
Build relationship with the owner	38%	50%
Build relationship with the customer	19%	6%
Both build relationship with the owner and customer	44%	44%

IMPORTANT OWNERSHIP QUESTIONS TO INCLUDE IN THE LINKAGES PLAN

Questions to Ask Annually

- What are the challenges facing the engineering profession and what is needed to overcome them?
- What outcomes do you value most within: consistency in regulatory standards and practices, public confidence in the profession, sustainability of the profession and protection of engineering terms?
- What are the strengths of the current Ends? What's missing?
- What is the one need that, if met, would immediately assist your association?

Questions to Ask Bi-Annually

- What do you believe will be the most significant challenges facing our profession in the next 5-10 years?
- What threats do you see in the profession that could have an impact on a particular sector or industry?
- What do you see as the role of Engineers Canada?
- Are there particular needs/issues you would like Engineers Canada to address?
- What are the most critical outcomes that Engineers Canada should seek to achieve?
- What are your top two priorities for the next 3-5 years?

Questions to Ask Every Three Years or Longer

- What are the major challenges facing the profession in the next five years?
- What is the greatest opportunity to provide the engineering community with value that we're missing as Engineers Canada?
- Looking back over the last 3 and then 10 years, what would you like to be able to say is different?
- If Engineers Canada did not exist, for what reasons should it be created?
- Do you think the role of Engineers Canada should change? Why or why not?



OPEN DISCUSSION

COFFEE BREAK

10:15 – 10:35



Jeff Poirier
Senior Policy Analyst

Ontario Human Rights
Commission



DISCUSSION



Thank you!